

Did You Know?

- Domestic Violence is the single leading cause of injury to U.S. women. (FBI)
- Each year domestic violence costs businesses \$3-5 billion in lost productivity, absenteeism, employee turnover and health care costs.
- Murder is the leading cause of death in the workplace for women – 13,000 incidents in 1992. (Centers for Disease Control, 1993)
- 74% of battered women report being harmed by their batterer at work.
- Only 28% of U.S. companies have workplace violence policies. (U.S. Department of Justice)

EADV, a collaborative of public and private employers, will provide educational and training materials to increase awareness of the effects of domestic violence in the workplace.

This brochure is one of many resources available to assist employers in establishing policies and practices for addressing domestic violence in the workplace.

In Association with



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Employers Against Domestic Violence (EADV) was established as a way to address the growing problem of domestic violence and its detrimental impact on the workplace and communities.

It will take all of us to draw the line against domestic violence



**Employers
Against
Domestic
Violence**

It's Everyone's Business

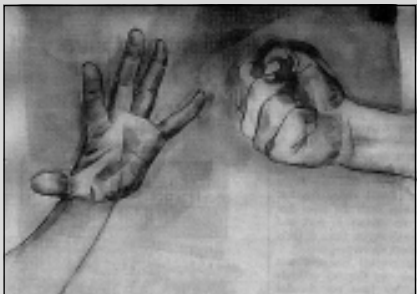
**For more
Information
Call:
602-254-6300**

In Association with



Regional Domestic Violence Council

Domestic Violence



Referral Services:

- Arizona Coalition Against Domestic Violence
602-279-2900
- Governor's Office,
Division for Women
602-542-1773

CONTACS Shelter Hotline:

- 1-800-799-7739 or
602-263-8900

Older Adult Victims:

- 602-264-HELP (4357)

Local Advocacy Hotline:

- 602-279-2900

For more information visit our Web site:

- www.mag.maricopa.gov/dv

Indicators of Possible Victimization

- Tardiness or unexplained absences
- Anxiety
- Lack of concentration
- Changes in job performance
- Isolation from co-workers
- Disruptive phone calls or e-mails
- Unexplained bruises or injuries
- Use of heavy makeup or inappropriate clothing to cover up bruises

What Can You Do Within Your Business?

- Establish a company policy against violence
- Offer counseling and links to needed services
- Train managers and security personnel
- Create a supportive environment
- Educate your employees
- Make safety plans available
- Be aware that abusers are also your employees
- Create a crisis response team
- Make appropriate referrals for help
- Provide flexible work schedules if safety is a consideration

Areas of Your Business Impacted by Domestic Violence

EMPLOYEE ASSISTANCE

78% of human resource professionals polled by *Personnel Journal* said that domestic violence is a workplace issue.

PRODUCTIVITY

96% of battered women report workplace problems because of domestic violence.

60% of victims report that they are tardy due to domestic violence; 50% miss work; 70% have difficulty performing tasks; 60% were reprimanded because of problems associated with abuse and 30% lost their jobs.

SECURITY

94% of corporate security directors rank domestic violence as a high security problem at their companies.

LIABILITY

OSHA requires employers to provide a safe and healthful workplace for all employees.

Domestic Violence: It's Everyone's Business

Emergency Domestic Violence Shelters:

- Autumn House
- Faith House
- Chrysalis
- My Sister's Place
- DeColores
- New Life Shelter
- Elim House
- Sojourner Center

Model Policies

- Family Violence Prevention Fund
- Polaroid Corporation